ROOTED IN PURPOSE

RESILIENT CODERS

2025 ANNUAL REPORT

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LETTER
FROM OUR EXECUTIVE DIRECTOR

Value is a word we use often but rarely pause to define.

At Resilient Coders, value is not abstract. It is built person by person, career by career, community by community. It lives in the economic mobility of our engineers, the confidence of our learners, the trust of our partners, and the belief that access to opportunity should not be determined by zip code, race, or pedigree.

Three years ago, I stepped into the role of Executive Director with a deep respect for the legacy of this organization, its founder and its early leaders. I also stepped in with clear eyes. The social impact sector was already under strain, and the ground beneath us was shifting its philanthropic priorities. All necessary. All worthy. And all competing for increasingly scarce resources.

At the same time, I was charged with leading a team, stewarding a mission, and ensuring that Resilient Coders did not merely survive but remained relevant, rigorous, and real. That tension taught me something enduring: mission without strategy is fragile, and strategy without values is hollow.

We recognized how the organization had evolved into a broader community hub, anchored by multiple pillars of impact. In addition to being one of the few organizations offering tuition-free, stipended technical education, we continue to support graduates through ongoing career coaching, opportunities for upskilling, and sustained mentorship.

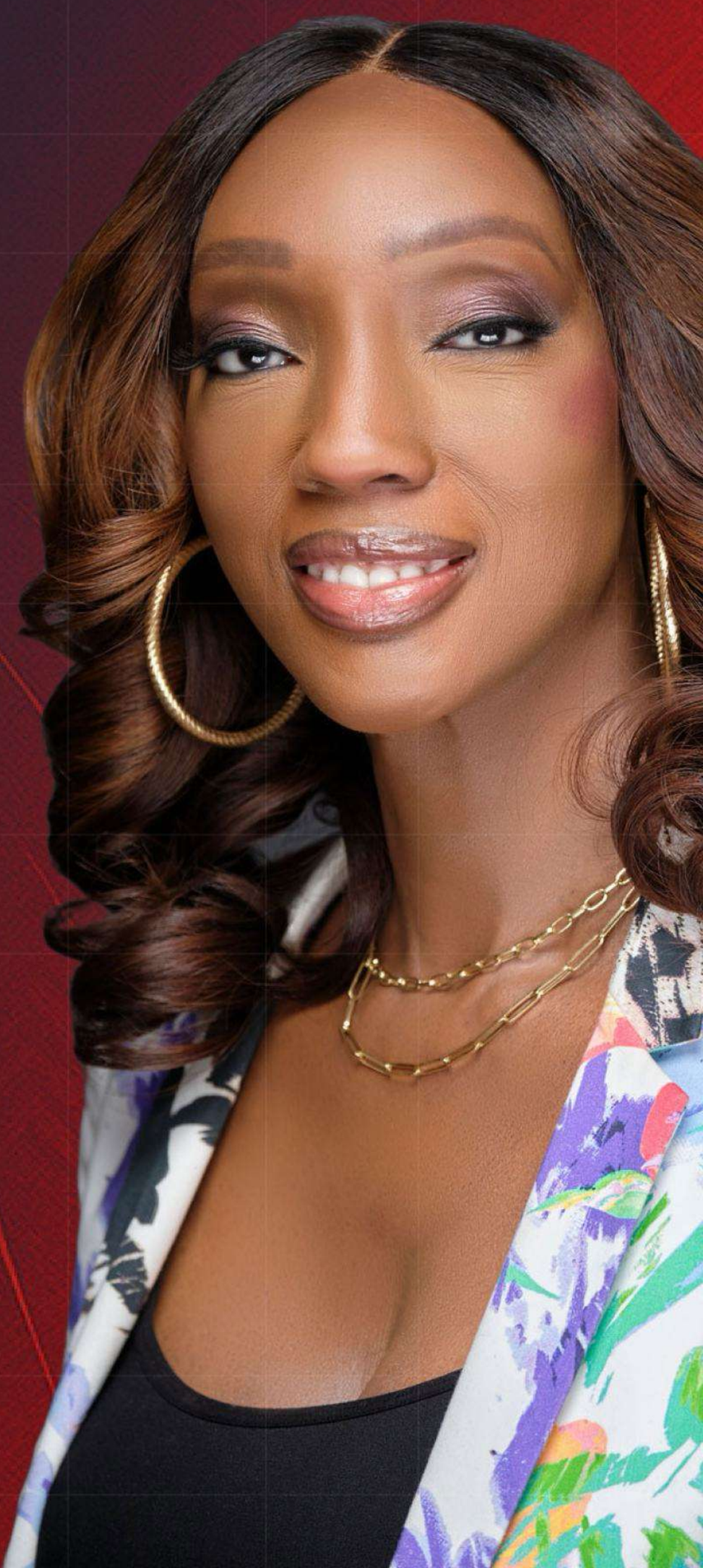
To date, Resilient Coders has supported hundreds of engineers in accessing high-growth careers in technology across Boston, Philadelphia, and beyond. The value we create extends far beyond job placement. It is in the dignity of meaningful work, the compounding impact of generational income, and the leadership our engineers now bring back into their communities and companies.

This annual report marks our return to telling that story clearly, honestly, and with intention.

It is both an accounting of what we have accomplished together and an invitation. We invite our philanthropic investors, employer partners, mentors, and community members to participate in what comes next. The future of work is changing. Technology is changing. And Resilient Coders is changing too. We are anchored by mission, guided by learning, and committed to building pathways that last.

With gratitude and resilience,

AYANNA
EXECUTIVE DIRECTOR



BUILDING WHAT LASTS

EXCEPTIONAL TALENT. REAL IMPACT. LASTING ECONOMIC IMPACT.

A year ago, we committed to a bold idea: that Resilient Coders could become more than a training program. We could become a comprehensive tech hub for Black and Brown communities, supporting learning, upskilling, creation, and innovation across every stage of a career.

The past year tested that idea and strengthened it.

Amid rapid shifts in the tech industry, changing employer expectations, and an increasingly competitive labor market, Resilient Coders chose not to shrink. Instead, we evolved. We sharpened our focus, expanded our offerings, and doubled down on what has always set us apart: exceptional talent, community-rooted leadership, and a belief that access to opportunity should not be dictated by background.

OUR MISSION, CLEARLY STATED

Resilient Coders trains exceptional underrepresented Black and Brown talent for high-growth careers in software engineering.

That mission has not changed. What has changed is the landscape around us and our response to it.

Entry-level talent is now expected to deliver value faster, think more holistically, and adapt continuously. In response, we strengthened our programs to ensure our engineers are not just job-ready, but positioned to deliver impact on day one.

100% of our training is free.
100% of our focus is on you.

OUR VISION: BUILDING LEADERSHIP AT SCALE

Our vision extends beyond access. Resilient Coders is building an ecosystem where Black and Brown technologists are prepared not only to enter the industry, but to lead within it.

We are working toward a future where alternative pathways into tech are trusted sources of talent, where demonstrated skill and lived experience are valued as indicators of excellence, and where innovation reflects the full spectrum of people it is meant to serve.

Achieving this vision requires more than training programs. It demands durable systems, aligned partners, and sustained investment. Resilient Coders is building the infrastructure to meet that moment.

THE VALUES THAT GUIDE OUR WORK

Our work is anchored by five core values that guide how we lead, teach, and build, especially in moments of change.

RESILIENCY
We adapt with intention, evolving our curriculum to remain relevant to both learners and employers.

GROWTH MINDSET
We invest in people, building a staff and leadership team that reflects the pedagogy we teach.

AUTHENTICITY
We lead with integrity, listen deeply, and communicate honestly.

COMMUNITY
We believe success compounds through shared responsibility and long-term relationships.

AGENCY
We empower our engineers to take ownership of their careers and futures.

FOUR PILLARS OF IMPACT

Resilient Coders' work is organized around four interconnected pillars that enable both individual and systemic change.

FREE EDUCATION
Tuition-free technical training and upskilling that removes financial barriers to high-growth careers.

ADVOCACY
Challenging inequities in tech through storytelling, events, and direct engagement.

COALITION BUILDING
Partnerships with employers, educators, and ecosystem leaders to create stronger pathways into tech.

COMMUNITY ENGAGEMENT
A supportive environment offering mentorship and ongoing professional growth beyond graduation.

PROGRAMS THAT POWER THE VISION

Resilient Coders delivers this work through a portfolio of programs that meet talent at multiple stages.

NASCENT BOOTCAMP
Our flagship program prepares young adults ages 18–35 in Boston and Philadelphia for software engineering careers through a tuition-free, stipend-supported model.

AI FELLOWSHIP
Advanced training that deepens engineers' expertise through applied AI projects and real-world problem solving.

RESILIENT VOICES
A platform that amplifies our engineers' expertise through talks, workshops, and media.

GROWING OUR IMPACT: 2026–2027

Over the past year, we began executing a multi-year strategy focused on sustainability and long-term resilience.

REVENUE & SUSTAINABILITY
Strengthening fundraising capacity and diversifying revenue streams.

CAPACITY & PARTNERSHIPS
Deepening employer relationships, expanding mentorship, and strengthening our presence in Boston and Philadelphia.

ORGANIZATIONAL RESILIENCY
Investing in systems, staffing, and infrastructure for long-term impact.

GOVERNANCE
Strengthening Board leadership to support our next phase.

STEWARDSHIP AND SUSTAINABILITY

Over the past several years, Resilient Coders has focused on strengthening the internal systems required for long-term sustainability. This work was accelerated by a transformational $2.5 million gift from MacKenzie Scott, stewarded with discipline and care.

These funds supported investments in financial controls, organizational infrastructure, leadership capacity, and strategic planning, enabling us to build an organization designed for durability, accountability, and scale.

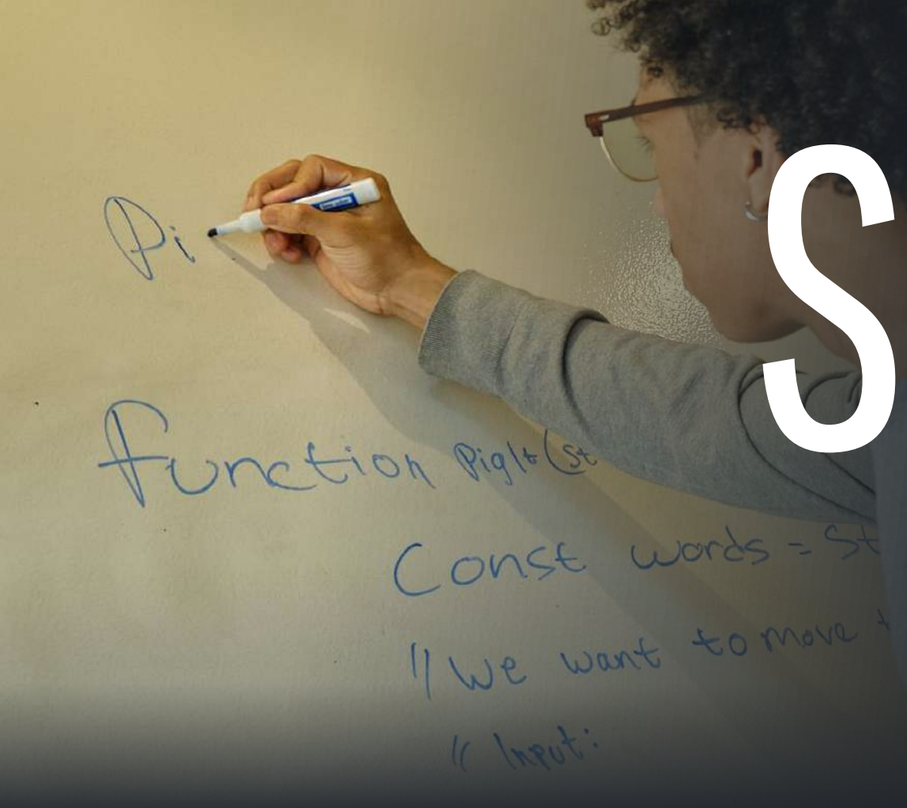
Resilient Coders engineers have earned over $10M in cumulative salary since 2015.

LOOKING AHEAD

The past year focused on renovation of systems, strategy, and scope. The years ahead are about scale, depth, and leadership.

Resilient Coders is building an organization designed to last. One that adapts with the industry, centers community, and delivers measurable impact. None of this is possible without the trust of our philanthropic investors, the commitment of our employer partners, and the brilliance of our engineers.

Together, we are responding to change and shaping what comes next.



STATE OF THE TECH INDUSTRY

RESEARCH STUDY

Written by:
Mel

In the past three years, the tech industry has fundamentally changed how it hires and develops talent. During the previous decade, companies regularly entered periods of hypergrowth, expanding teams rapidly and relying on on-the-job training to bring new hires up to speed. That model has shifted. Beginning in 2023, the industry laid off a record 430,000 employees. In 2024 and 2025, layoffs continued at roughly a quarter million each year. Today, tech job postings remain 36 percent below pre-pandemic levels. As opportunities have contracted, hiring power has shifted toward employers. Teams are leaner. Expectations are higher. Developers are increasingly expected to deliver outsized output by integrating AI into their daily workflows across nearly every function.

This moment has created both urgency and opportunity for Resilient Coders. We are in an agile position to seize that opportunity, since our curriculum evolves every cohort to reflect market demand. As expectations for new hires have changed, a widening gap has emerged between traditional entry-level preparation and the AI-enabled skillsets employers now expect. To better understand that gap, we conducted targeted conversations with industry partners and surveyed senior technical leaders about AI usage and hiring trends.

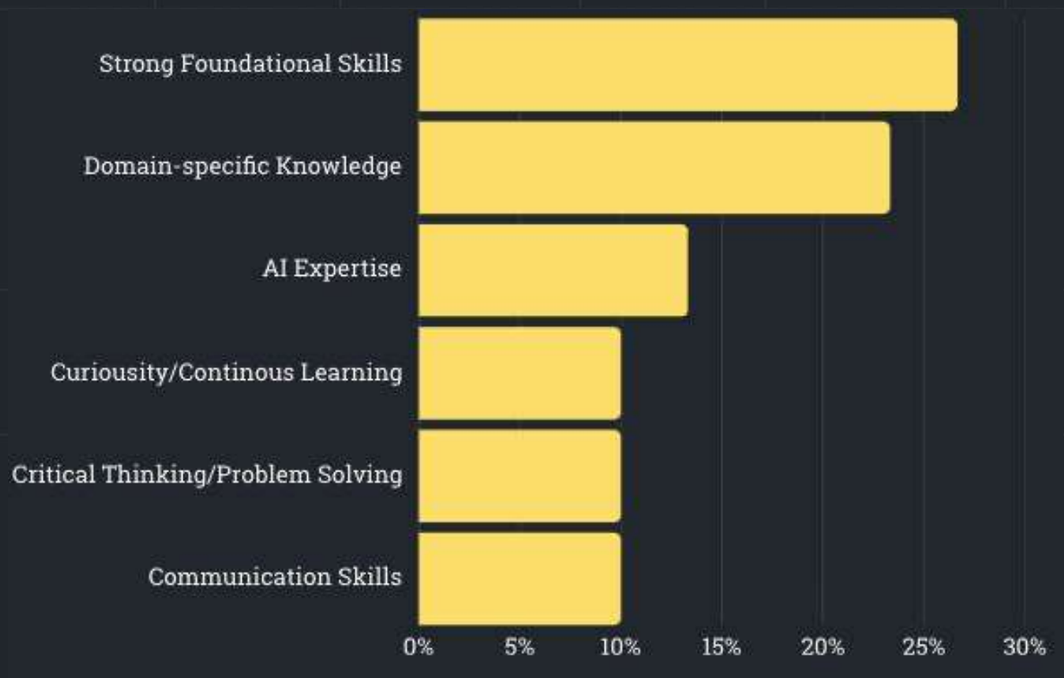
What we heard was clear: AI is already deeply embedded in day-to-day engineering work. Eighty-seven percent of respondents reported that their teams regularly use AI for writing, reviewing, and debugging code. Nearly half has changed their tech stack in the past year specifically because of AI. Most teams are not relying on a single tool. They are building multi-tool AI stacks, using different systems for reasoning and drafting, deeper analysis, and automation. AI is no longer experimental. It is part of core engineering infrastructure. Looking ahead two to three years, 65% of employers predict that deeper AI fluency will become even more important, alongside adaptability and the ability to learn quickly.

At the same time, employers were clear that the biggest gaps in today's hiring pool are not AI-specific skills. They cited weak fundamentals: writing clean and maintainable code, contributing to real-world projects, and communicating clearly and consistently. This creates a familiar trap for early-career talent. You need experience to get hired, but there are fewer opportunities to gain that experience. Certificates and theoretical education do not stand out in AI-saturated hiring pipelines. Demonstrated, applied skill does.

Industry leaders are also realistic about AI's risks. Survey respondents raised concerns about declining quality, overreliance on tools, erosion of problem-solving ability, hallucinations, bias, and security and privacy vulnerabilities. The conclusion was not to slow adoption, but to use AI thoughtfully. Strong fundamentals, human oversight, and the ability to question and validate AI output matter more than ever. As one respondent put it, when automation becomes cheap, human judgment and taste become more valuable.

To address both realities, we expanded our model into a full year of programming delivered in two phases: a Full stack Engineering Program and an AI Fellowship. The Full stack Engineering Program strengthens the fundamentals that employers say are missing. It focuses on clean code, production-level project work, and professional communication. Graduates are then eligible for our AI Fellowship, an advanced upskilling experience focused on the cutting edge of AI engineering. Fellows do more than use AI tools to increase productivity. They fork and fine-tune open-source models, build AI-enabled applications, and critically evaluate emerging breakthroughs in the field.

HIRING GAPS AND CHALLENGES



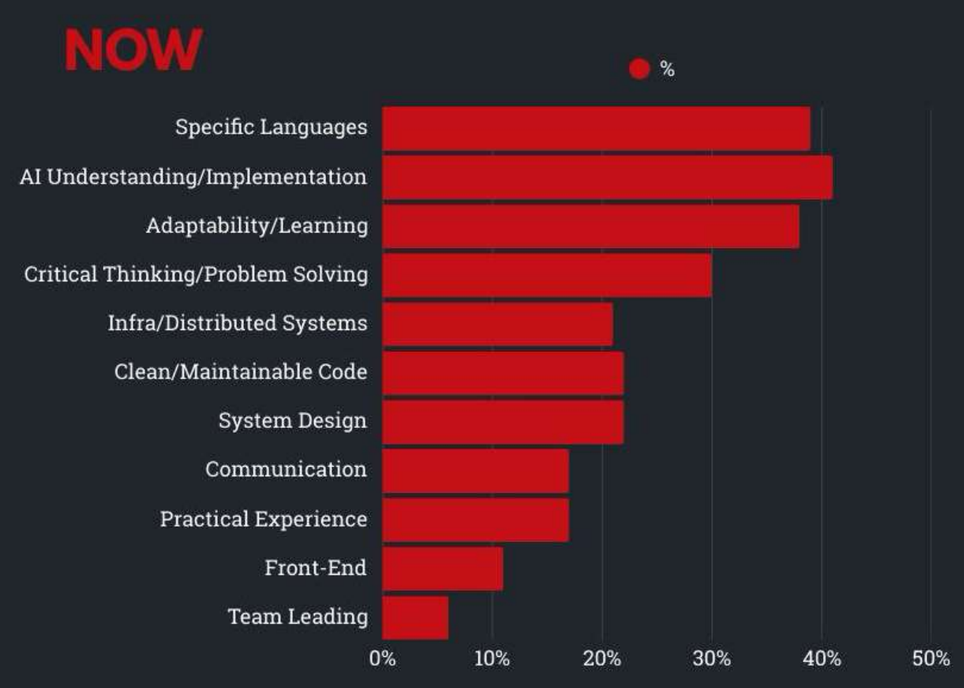
Together, these programs prepare engineers who are not only AI-capable, but AI-literate, adaptable, and grounded in strong engineering fundamentals. In today's market, where teams are smaller and expectations are higher, organizations cannot afford to miss capable, driven talent that can deliver 10x results. Broadening access strengthens the talent pool and improves long-term performance. Every RC fellow who steps into a high-growth tech role strengthens their family's financial stability and directly injects millions of dollars into under-reached communities.

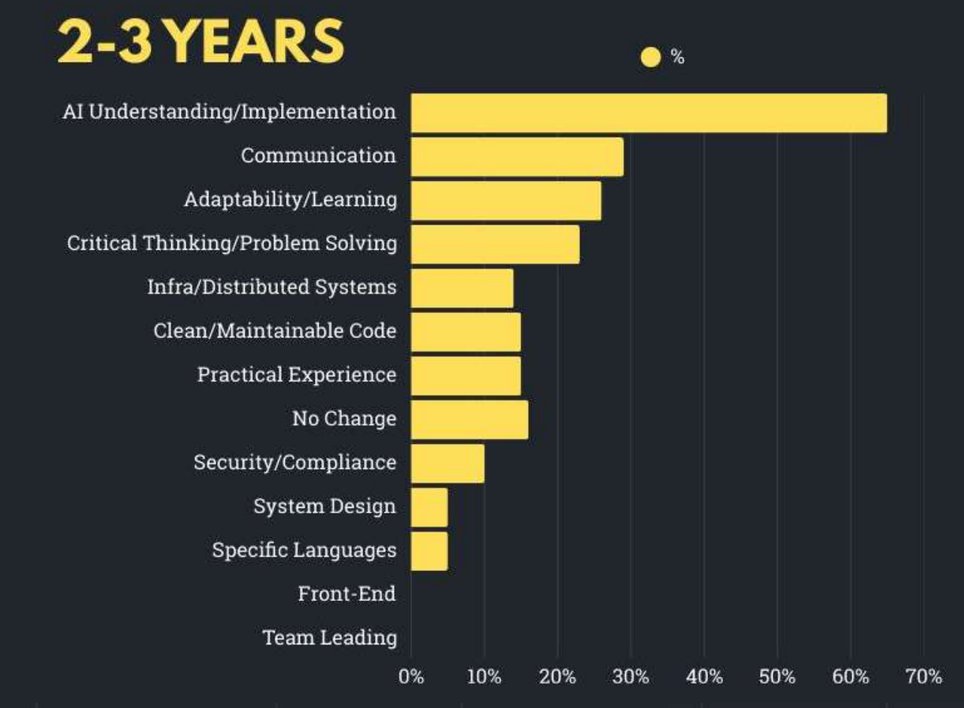
Over time, those individual outcomes add up to measurable economic mobility and a more durable workforce that can help shape the trajectory of AI and its broad implementation in the tech landscape. That is the long-term return on this work.

MOST IMPORTANT SKILLS FOR NEW HIRES

We asked partners what the most important skills for new hires are now, vs in 2-3 years. The largest changes we saw were:

- AI Understanding and Implementation +58%
- Communication +70%
- Specific Language Knowledge (Python, Ct+, GoLang, etc.) -59%





HIRING

WEBSITE

This year, we launched our new Resilient Hires website - a searchable talent directory featuring job-ready RC Engineers and their work. It’s built to help employers discover strong engineering talent faster and make it easy to connect directly with candidates. From exploring portfolios to watching Demo Day presentations to engaging with engineers at events, Resilient Hires is a one-stop shop for hiring partners seeking great, day-1-ready talent.

This launch was made possible by your continued support. It allows us to deepen employer partnerships, expand access to meaningful tech careers, and prepare our engineers with the competitive skills companies are currently hiring for. We can’t wait for you to explore the platform and meet the talent at Resilient Coders.

WWW.RESILIENTHIRES.COM

RESILIENCE IN ACTION

AI FELLOWSHIP AND OUTCOMES

Written by Atiya, shaped by the voices of the Resilient Coders Program Team

What it means to be a software engineer has changed dramatically over the last 5 years. In 2025, Resilient Coders piloted an AI Engineering Fellowship to adapt to the current tech industry's demands. The emergence of large language models in artificial intelligence has created unprecedented potential for software engineers to go from 0 to 10 very quickly. We've observed that having an arsenal of deep and machine learning fundamentals gives you an extreme competitive advantage when entering the job market, differentiates you on the job, and sets you apart from many engineers of all backgrounds in the field of technology in general. It's imperative that the community we train are in these spaces, lending their voices to this new, exciting, and world-changing technology.

Our two pilot cohorts met with the objective of our team learning how to best integrate AI into our curriculum while providing our community with relevant support and resources. During these phases, we were growing alongside our participants, solidifying our curriculum, and addressing challenges as they arose. Our current 14-week 2026A Fellowship continues to cover machine learning and deep learning fundamentals with a focus on building and practicable application. Our weeks are divided into sprints, with lectures consisting of digesting real technical papers, learning how AI can assist you in developing your own projects, and finally developing your own models. Through our programming, participants have access to unlimited Cursor plans, H100 GPU clusters to train their own LLM models, and virtually any additional tools our program team deems relevant to their success. RC's pedagogy remains: we're a group of peers coming together to learn and ship – the same way you would on the job. Our engineers get their hands on every part of the project and every role on the team. Today in engineering, construction is a crucial piece of what human contribution looks like in an AI-filled world.

Through our Fellowship, participants learn to build better products while using best practices with these tools, so they can ship products that impact their communities. This recent objective stems from the two-sigma problem. Research shows that students who received one-on-one tutoring perform two standard deviations better than students in traditional classrooms. Therefore, tutored students often outperform about 98% of all other classroom learners. At Resilient Coders, we have a limited staff, and cohorts sometimes expand to 30+ participants.

Couple that with ongoing long-term support, and it can pose challenges for ensuring that everyone gets the individualized attention that they need when they need it. During our 2025 Fellowship pilots, participants developed an AI Learning Platform to help close that gap through personalized explanations and guided practice. The system uses custom, fine-tuned models with learning-focused guardrails to guide students in our core training program toward understanding material without giving away answers, ensuring that they maintain critical thinking skills while still being able to utilize artificial intelligence in their learning journey. In addition, our program team receives early signals for students who may be quietly falling behind. Our participants practice smarter, and our educators can access analytics and progress for all of their learning journeys. We aim to pilot this tool in the latter half of 2026, bringing group-based learning closer to tutoring-level outcomes while building more equitable learning experiences for all future generations of RC talent.

There's so much value in our recent graduates working with seasoned alumni during the Fellowship - carrying each other and learning together to build tools like our AI Learning Platform while deepening their mastery. Some of our participants have come back to share how the skills they learned gave them an edge in interviews, or how they were asked to lead sessions on specific topics because of the depth of knowledge they gained from the Fellowship. And that's all we could ever hope for.

Our goal is to give our participants the engineering fundamentals they need in the AI world by providing a solid foundation to build on and to explore these features in depth. With access to state-of-the-art tools, they have a unique environment where they can work together to learn, explore, and understand artificial intelligence responsibly and ethically. When they leave, they're able to hit the ground running with any team they join as well as rise as a thought leader in the AI space - a world that's still pretty murky and intimidating for most.

Resilient Coders wants to ensure that our people feel confident in the skills they're learning, are ready for their interviews, and have the power to excel as leaders. And we're doing that through collective learning, sharing, and visibility. Over here, the future of work is exciting.

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RESILIENT

BY THE NUMBERS

ENGINEERING IMPACT

576

ENGINEERS TRAINED

through our Core Bootcamp since founding

76

ALUMNI RESKILLED

in AI and Machine Learning solutions through Ascend + the AI Engineering Fellowship in 2025

HUSTLE WEEK PAID CLIENT WORK (2025)

100%

GRADUATES SECURE A PAID FREELANCE CLIENT

After 6 weeks of training

$57,070

EARNED COLLECTIVELY IN 2025 WITH PAID CONTRACTS

Delivering web development services to businesses in Boston, Philadelphia, and Maine

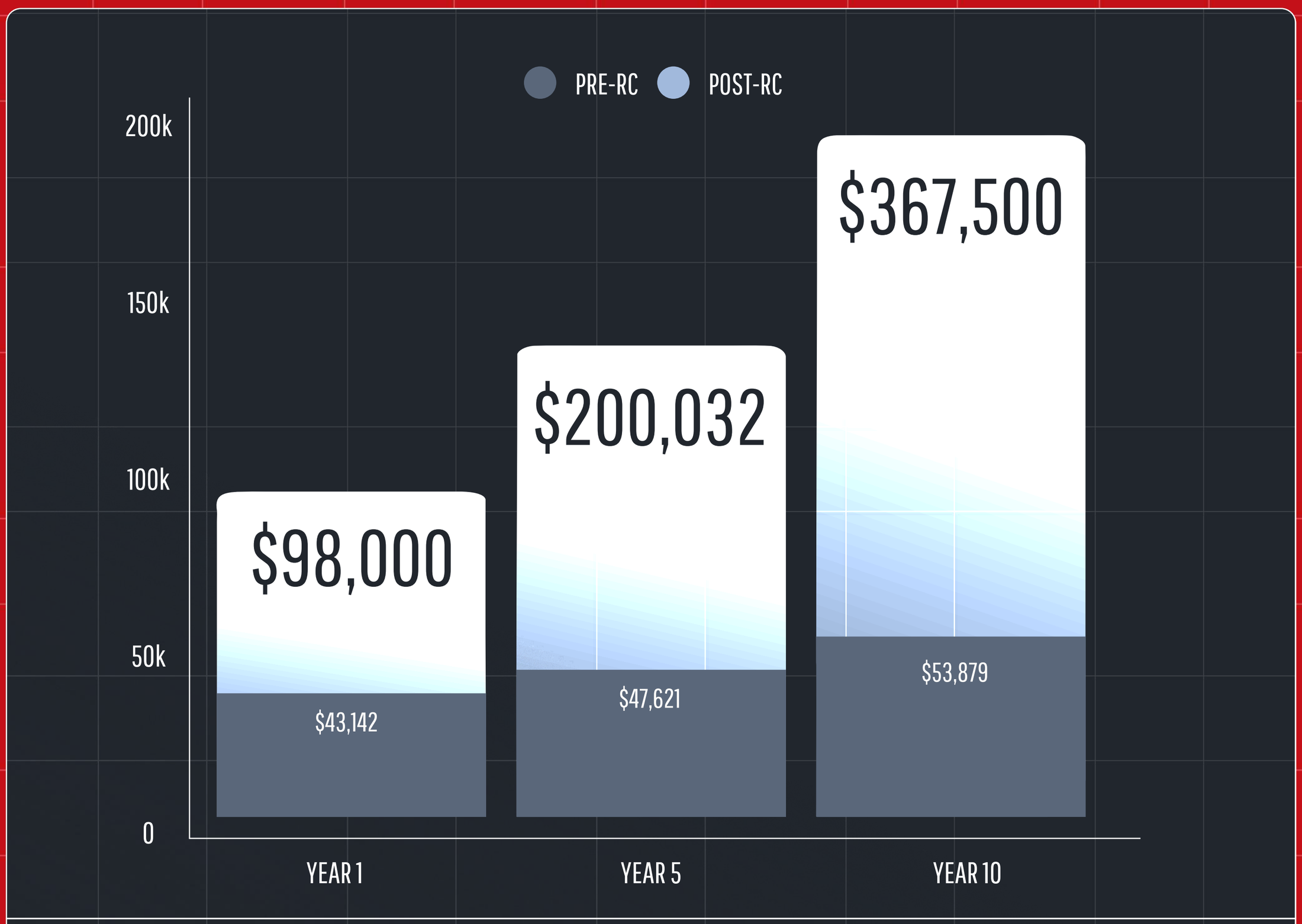
ACCEPTANCE RATE

11–13%

WE HAVE A HIGH-TOUCH MODEL BUILT FOR DEPTH AND DETERMINATION

[scale comes 2nd]

ECONOMIC MOBILITY OVER TIME



WHAT IT MEANS

These figures reflect a blend of alumni-reported salaries and state-level industry averages for software engineers, not a generic national projection. While traditional career growth models assume gradual 3–5% annual increases, many Resilient Coders alumni accelerate beyond that pace through strategic job mobility, specialization, and leadership advancement. We have seen graduates surpass $125K within just a few years, with senior alumni reaching $250K+ and, in some cases, significantly higher within 5–7 years.

The trajectory shown here represents what becomes possible when technical skill, long-term career support, and opportunity converge. It demonstrates not just job placement, but sustained economic mobility.

PROJECTED

LIFETIME NUMBERS

$2.9M → $8.8M

PROJECTED LIFETIME EARNINGS FROM A PRE-RC INCOME PATH TO A CAREER IN TECH (THROUGH AGE 65)

Based on average pre-RC income ($36,294), alumni placement salary ($98,000), conservative wage growth, and standard career progression. Projections are estimates; individual outcomes vary.

ABOUT OUR RC ENGINEERS

Our RC Engineers reinvest in the ecosystem that helped launch them: mentoring our new fellows, giving their voice to influential and critical conversations at events and conferences, teaching others through a lens of equity and rawness, and referring the next generation of technologists ready to rebuild tech ecosystems.

As their careers grow, so does their stability: paying down debt, purchasing homes, continuing their education, and being a force of economic change for the people and communities they care about most.

Resilient Coders measures our success not just by who enters tech, but by economic resilience, skill compounding, and community-driven mobility.

ENGINEERS' STORIES

REAL STORIES, REAL RESILIENCE

Behind every Resilient Coders Engineer is a turning point: a moment when staying the same was no longer an option. The stories ahead are not just about learning to code; they are about reclaiming direction, building confidence, and choosing growth in the face of uncertainty. Our engineers come from classrooms, call centers, security posts, retail floors, and community spaces, bringing with them vital lived experience, discipline, and resilience. Through RC, they found not only technical training but a community that challenged them to think differently, move boldly, and trust their capacity to learn.

These engineers didn't just change careers; they changed the trajectory of their lives. Supported by peers, staff, and mentors, they built the skills and mindset to not only thrive in software engineering but also become lifelong learners. What follows are their stories - honest, hard-earned, and powerful - shaping the next generation of leaders in tech.

"Your dreams aren't just dreams. They can become a reality. You just have to take the necessary steps to get there."

IMMANUEL MONROE

Class of 2025A

Software Engineer at Tallo

MANNY'S STORY:

From Social Work to Software Engineering

While I have a Bachelor of Science in Social Work with a CSWE accreditation, in July 2024, I found myself laid off and running low on finances. I had self-taught my way into IT, but my main dream was to work a stable software engineering job, something I'd always wanted but never felt I could achieve. A lot of it had to do with not seeing people who looked like me in that field.

I grew up in a rough neighborhood in North Philadelphia, where we were one of the few families with multiple kids who graduated with degrees. That alone seemed like overachieving, so wanting to switch careers and triple my income without another degree felt greedy. The future was a mixture of curiosity, fear, and anxiety. I was excited because I knew I was up for the challenge, but I kept thinking: what if I climb this entire mountain and don't get what I want at the top?

Coming from a field where tech meant Word documents and Excel spreadsheets, I knew RC could teach me what I couldn't learn anywhere else: soft skills in tech, understanding the language, asking the right questions, and learning independence. At my first IT job, I was one of the best on my team. At my second, doing application support and backend work, I was the worst by a mile. Wasker Paulino, one of the founders of Philicon Valley, went to high school with me. He recommended I apply to RC, and I hoped it would unlock a career in software engineering and teach me how to play the game.

From July to December, I had no luck finding a job on my own. Once I got into RC, things changed very quickly. I landed my first software engineering job in about four months using the techniques they taught me for free, which is absolutely insane when everyone's trying to make money off of what they do.

The most powerful part of RC was the community. I had people around me with similar goals who all came from different backgrounds. It encouraged me to see how hard people were working. It's not about being naturally talented; it's about admitting you don't understand something, then coming back days later with proficiency because you put in the hard work. I still keep in touch with many of the friends I made there.

The standard 18-week program felt like a refresher, but once I joined the AI fellowship, I was in completely unexplored territory. I leaned on everything they taught us in week one about learning how to learn: Anki cards to pomodoro timers. I learned so much about AI in such a short period by committing to what they laid out.

I'm now working at a company called Tallo. There, I work in the insight lab as a full-stack engineer where we work closely with the design/research/engineering teams to built rapid prototypes based off user feedback and utilize A/B testing + feature flagging for smooth rollouts to maintain site reliability while gathering feedback from tested users to refine features. I'm excited to see how my career shapes up with so many different technologies and frameworks to learn.

I want people to know this is possible. I'm happier and more whole than I've ever felt in my career, doing work I'm genuinely excited about because it gives back to people at a large scale.

Your dreams aren't just dreams. They can become a reality. You just have to take the necessary steps to get there.

"This program can change your life, but it requires commitment and sacrifice. If you’re willing to put in the work, the rewards are more than worth it. RC gave me the skills and confidence to thrive in tech, and I’ll always be grateful for that."

BRIANNA WILLIS

Client Integrations
Engineer at CJ Affiliate

BRIANNA'S STORY:

From Stagnation to Transformation: How Resilient Coders Helped Me Rewrite My Career Story

Before Resilient Coders, I worked in project management within the pharmaceutical operations sector. It wasn't the worst job in the world, but I was deeply unhappy. I felt stagnant, stuck in a career that offered neither upward mobility nor fulfillment. I knew I wanted more, but wasn't sure where to begin.

That changed during a birthday trip, where I met someone who completely shifted my perspective. She was a software engineer, and as she shared her journey into tech, I could see myself pursuing a similar path. It wasn't until I was laid off from my job in July 2023, though, that I took the leap. Losing my job was a pivotal moment—it gave me the opportunity to step back and reassess what I wanted for my future. That's when I decided to pursue a career in tech and applied to Resilient Coders (RC).

Walking into RC, I didn't know exactly what to expect, but I'd heard plenty of warnings: "It's tough," "It's a full-time commitment," "Prepare yourself." Even with those words of caution, the program's intensity surprised me. On day one, I stood before my cohort and declared that I was there to "change my life." That wasn't just a dramatic statement—it was my truth. From that moment on, I felt the unwavering support of my peers, instructors, and mentors, including Leon and the Experts in Residence (EIRs).

The hardest part for me was balancing life outside the program. Going from a relatively flexible lifestyle to dedicating every waking hour to learning was a shock. At first, it felt like I was missing out on so much. But when I look back, I realize I didn't miss out on anything meaningful. Every sacrifice I made—less time with friends, fewer social outings—was worth it. Those sacrifices helped pave the way for my success during the program.

Two moments from my RC experience stand out the most. First, presenting my demo day project, Rich Ink—a platform for BIPOC readers and authors—was incredible. I poured hours into that project, and seeing how well it resonated with my peers made all the effort worthwhile. Second, graduation day. The program is intense, with long days and relentless challenges, but on that day, standing there, I felt an immense sense of accomplishment. It was proof of what I was capable of when I committed fully to my goals.

RC also transformed me on a personal level. I've always considered myself an introvert, and the idea of networking—like doing coffee chats—terrified me. But I knew it was a skill I needed to build. At first, I relied on pre-written questions to guide me through conversations. By the end of the program, though, I felt confident enough to engage naturally without a script. That growth in confidence has been invaluable.

Today, I work as a Client Integrations Engineer at CJ Affiliate, and I couldn't be happier. I've found a role and an industry I love, with endless opportunities for growth. One of my proudest moments since graduating from RC was being handpicked by Google to attend their invite-only Google I/O conference in Mountain View, California. Visiting Google's headquarters felt like a dream I never thought I'd achieve, and it's all thanks to the foundation RC helped me build.

To anyone considering RC, I have one piece of advice: do it. This program can change your life, but it requires commitment and sacrifice. If you're willing to put in the work, the rewards are more than worth it. RC gave me the skills and confidence to thrive in tech, and I'll always be grateful for that.

"One thing that has kept me resilient through setbacks is the support I've received."

JESULAYOMI

Class of 2025A
Software Engineer at
HubSpot

JESULAYOMI'S STORY:

A New Country, A New Career

I had just moved to the United States. Two months after settling in, uncertain about everything, I started working the graveyard shift as a security guard in New York. I wasn't sure what to do. Could I afford to go back to school? Should I focus on moving upward where I was? The relationships I had built all my life were on a different continent, and I knew I had to build new ones.

I saw a LinkedIn post about TEC Innovate from a connection I'd made before moving. I applied, and at that event, I met someone who told me to check out Resilient Coders. Their new cohort was starting in a few months. I needed a community. I needed to meet people in tech. That's what made me take the leap into RC's program.

One of the most surprising things about RC was how much everyone in the community cared about our success. From our EIRs to staff, mentors, and alumni - everyone cheered us on. I got support with everything: resume help, job-search advice, and mock interviews that helped me work on the most important factors I needed to succeed in tech. The biggest challenge in the current market is finding opportunities that are tailored to you and being prepared for them. Staff, mentors, and my peers at RC helped me through it. We encouraged each other to study harder, shared job opportunities, and helped each other prep for interviews.

RC prepared me for the AI era by teaching me how to learn, keeping my fundamentals up to date, and breaking down problems while communicating along the way. I participated in the AI Engineering Fellowship and got hands-on experience training AI models and applying them to power real apps. My experience taught me more about using AI as a personal tutor.

Right after graduating, I was fortunate enough to attend Render ATL as a Resilient Changemaker. I stuck with the basics - learning every day and practicing as I got into the job search. Now I'm working as a Software Engineer.

I've built relationships at RC that I cherish. Staff were extremely supportive in helping me refine my resume and offering interview advice while I was job hunting. I had help from mentors for mock technical and behavioral interviews. My peers and alumni shared job opportunities and offered referrals. All of this impacted my journey. One thing that has kept me resilient through setbacks is the support I've received. Having someone to talk to when facing different setbacks helped me improve and learn from each one.

I've been giving back by having coffee chats with the recent cohort, helping them understand class and project concepts, and showing up for Demo Day and their graduations. I'm excited to see the future of software as it progresses rapidly in this age. Professionally, I'm working towards improving as an engineer. I'm excited about building the future of AI.

"I would not be where I am today without Resilient Coders. As I continue to advance my career as a Software Developer, I will remain resilient in my role, seeing and welcoming other Black and Brown faces in the tech space."

ALEXANDRA HARLEY

Class of 2025A
Software Development
Engineer 2 at Audible

ALEXANDRA'S STORY:

Finding Resilience and Financial Independence Through a Career Change

Summer 2021 – I was an educator for a nonprofit during a global pandemic. As I took on more virtual classes to earn additional income, I started to burn out, unsure of what the next steps in my life were. One day, while exploring different skill paths, I stumbled upon a free HTML tutorial. I quickly saw how coding could be another form of language learning, and a seed was planted. Six months later, I learned about Resilient Coders and that they were recruiting in Philadelphia for their next cohort. The strength of the community radiated across virtual channels, giving me the confidence and support to genuinely consider a change. I saw a future where I could not only have a greater impact on information and resource sharing, but also achieve financial independence to start a family of my own one day. Little did I know that making the leap to apply would drastically change the direction of my life.

The Resilient Coders program was both challenging and rewarding. I knew that focus and dedication were required to achieve the primary goal of gaining the skills to find a new role after the cohort. I also knew that the program took a different approach from the college-level STEM courses I struggled with years before. I was transparent with my support network about my goals and challenges as I worked with classmates, mentors, and program staff during the cohort to build my technical skills and professional brand. During Hustle Week, I was terrified of sharing my journey with my larger community. Impostor Syndrome hit hard at the beginning of the week, leaving me worried about how others would perceive my journey from the outside. That feeling quickly died as I received overwhelming support and my first paid client as a Web Developer after only 6 weeks of learning.

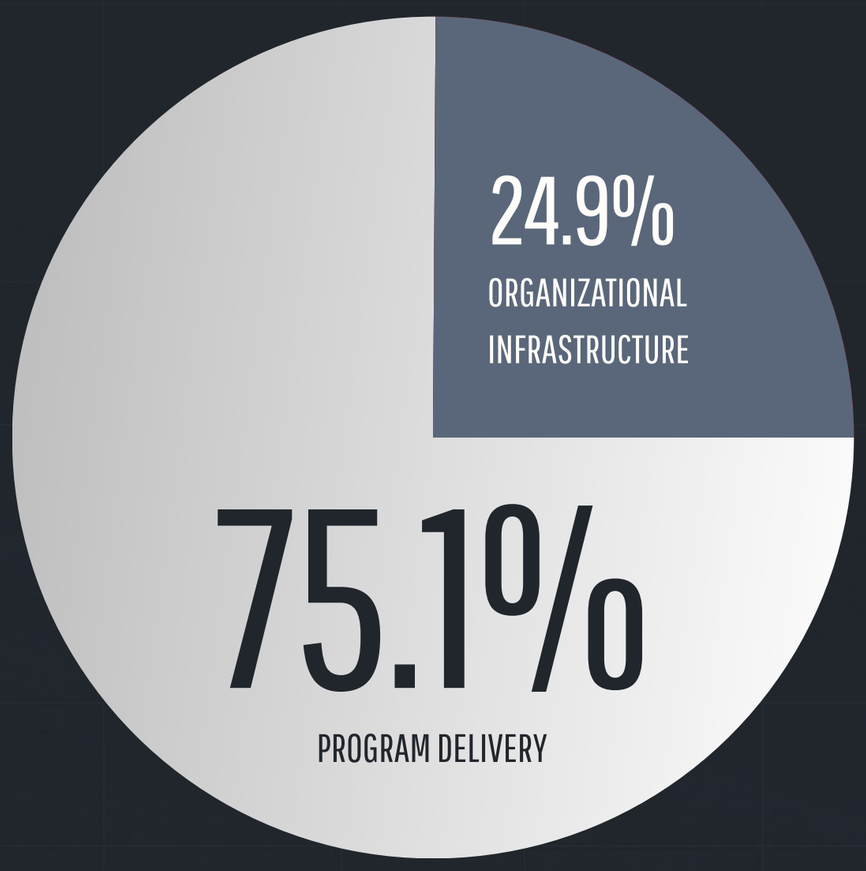
Resilience was evident in our collective energy as we attended lectures, built projects, dove into extensive readings, and searched for answers to the many questions that arose with each new concept. I learned how my technical skills and transferable skills from my past blended together into my emerging identity as a Software Engineer. Resilient Coders stays true to their name because resilience is breathed into every corner of the virtual and physical space surrounding our community. RC provided the space and resources to build lasting and impactful relationships with everyone involved. We worked long nights and early mornings, driven by the goals that kept us moving forward. We shared knowledge, mentor sessions, celebrations, and personal trials and tribulations during and after the cohort.

Following my time at RC, I've learned multiple programming languages, gained hundreds of networking connections, and was selected to attend tech conferences across the US to advocate for underrepresented groups in tech. I have finally achieved financial independence for the first time in my life and have the bandwidth to continue supporting my family and friends as I navigate a lifelong journey of learning. I would not be where I am today without Resilient Coders. As I continue to advance my career as a Software Developer, I will remain resilient in my role, seeing and welcoming other Black and Brown faces in the tech space.

RESILIENT
COST DATA

WHERE OUR RESOURCES GO

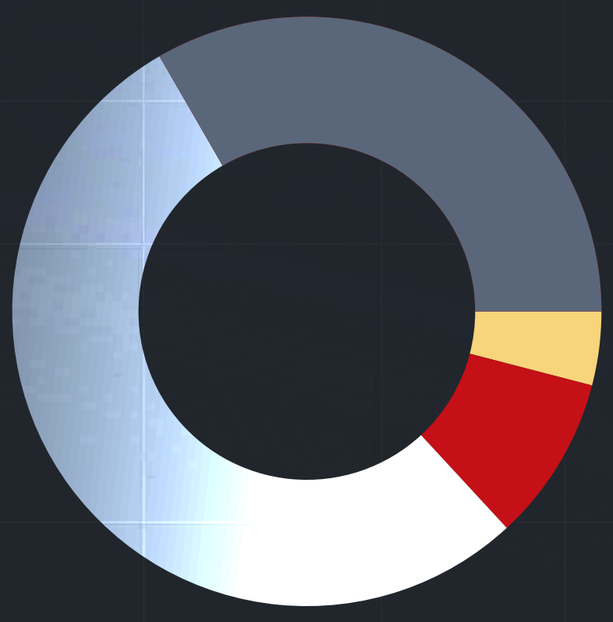
Based on 2025 actual expenses



Our largest investments are in people and direct fellow support. Infrastructure costs ensure programs are compliant, sustainable, and able to grow responsibly.

INSIDE PROGRAM DELIVERY

How we invest in fellows and alumni



- **INSTRUCTION & PROGRAM STAFF – 53%**
  Program team who deliver training and support
- **FELLOW STIPENDS – 33.5%**
  Direct financial support so fellows can fully participate
- **TECHNOLOGY & LEARNING TOOLS, EQUIPMENT FOR FELLOW – 4.1%**
  Software and platforms used for instruction and collaboration, Laptops and tools required for modern tech work
- **CAREER SUPPORT & PROGRAM ACTIVITIES – 9.3%**
  Hiring events, employer engagement, and fellow-facing career experiences

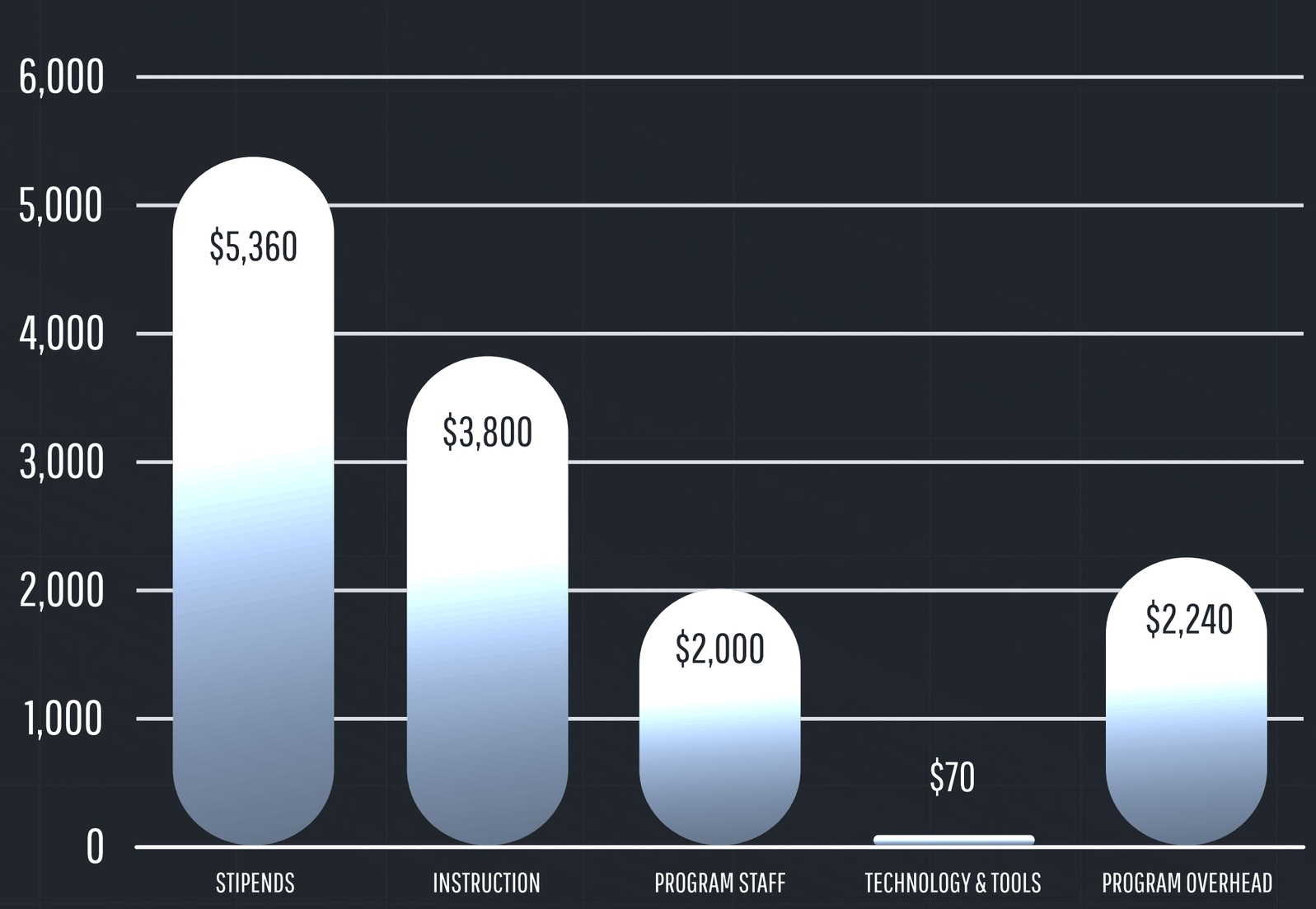
WHAT IT TAKES TO TRAIN ONE ENGINEER

Training one Resilient Coders participant requires a high-touch investment across instruction, stipends, technology, and career support.

$13,471

TOTAL COST PER PARTICIPANT

This per-student investment ensures fellows have the time, tools, and guidance needed to succeed in a rapidly changing tech industry.



INVESTMENT VS COMMUNITY PAYOFF

In 2025, we invested over seven hundred thousand dollars into our community of engineers, and with dozens of those engineers placed into jobs, they can expect to bring in over two million dollars combined during their first years of employment! This is a testament to the immediate impact we see returning to the community.

$734,325
TOTAL COST OF TRAINING ENGINEERS IN 2025
$2,225,737
COMBINED AVERAGE STARTING SALARIES FOR 2025 PLACED ENGINEERS

RESILIENT CHANGEMAKERS

Resilient Changemakers is a program where alumni can continue to lead long after graduation - representing Resilient Coders at conferences, building partnerships, amplifying community voices, and strengthening our four pillars: free education, advocacy, coalition building, and community engagement. From AfroTech to RenderATL and beyond, Changemakers show up not just as technologists but as ambassadors of equitable opportunity. They share insights, mentor peers, connect with hiring partners, and make noise for a more inclusive tech industry. Together, they extend the impact of RC far beyond the classroom, proving that our community doesn’t just enter tech; they help shape it.

2025 EMPLOYERS

01 FARM CREDIT FINANCIAL PARTNERS

02 COMSOL

03 DYAD

04 LAUNCHPAD

05 LEXIGRAPHS

06 CAMBRIDGE MOBILE TELEMATICS

07 HUBSPOT

08 TRAINGENT

09 ARYSANA

10 CITY OF PHILADELPHIA

11 NAVSEA

12 CITY OF PHILADELPHIA

13 IDEATE

14 HOME DEPOT

15 TALLO

16 AHEAD

17 PAULHUS AND ASSOCIATES

18 LIBERTY MUTUAL

19 WORKDAY

20 TRANSFORMATIVE POWER SYSTEMS

DREAM TEAM

Our team is built different. We've got sharp strategists and hands-on builders, people who know how to make ideas real.

BOARD:

David Mendels, Board Chair | Dunia Goncalves | Susan Benford | David Delmar Senties | Chiderah Okoye

WITH GRATITUDE TO OUR SUPPORTERS

$2,500,000+

- Yield Giving, Goldman Sachs Philanthropy Fund

$250,000+

- Anonymous Foundation
- Truist Foundation

$100,000+

- Angell Foundation
- Miller Innovation Fund
- Linde Family Foundation
- New Profit

$50,000+

- Abigail P. Johnson Fund
- State Street Foundation, Inc.
- Teradyne
- Google’s Tech Equity Collective
- City of Boston
- Akamai Foundation

$10,000+

- National Grid
- City of Boston - Office of Black Male Advancement
- Cradle to Career
- Goodman Swindell Family Fund
- Devonshire Foundation
- 15 Anonymous Donors via Donor-Advised Funds
- Michael T Sherman Foundation
- Leopold O'Donnell

$5,000+

- Verizon
- Susan Benford
- Pamela and Belden Daniels
- SIM Boston
- State Street Sponsor

GRASSROOTS

- Jason Lengstorf
- Margaret Runyon
- Eric Bailey
- Adrian Kant
- Vinicius Isola
- Hot Fire Games
- MacKenzie Clark
- Victoria Merriman
- ChristoPher Houhoulis
- Zachary Abramson
- Daniel Kleiman
- Marco Antonio
- Matthew Lavallee
- John Obelenus
- Mark Keisling
- Jon Kiparsky
- Christine Chapman
- Muigai Unaka
- Geoffrey Lawton
- Visual Empathy
- Violet Pena
- Black Tech Pipeline, LLC
- Christopher Wright
- Charlotte Hyland Web Design
- Joseph Rafalak
- David Norcott
- Adam Friedman
- American Online Giving Foundation, Inc.
- nancy mchenry
- Sam Lawton
- Martin Wolff
- Abby Marquand
- Noah Rosenbaum
- Rachael Drew
- David Blonski
- Danny Wheeler
- Sam Allen
- Virginia Johnson
- Good Today
- Evan Lassow
- Jeffrey Glenn
- Erin Nicholls
- Kelly Silva
- Rachel Bater
- Erika Smull
- Craig Belanger
- Helen McAuley
- Joel Barciauskas
- Debra Minard
- Matt Richter
- Mat Marquis
- Maggie Noyes
- Nikki Spencer
- Eric Busse
- Jesse Ramsay
- Sam Voigt
- Trish Fontanilla
- Nicholas Greenwald
- Melissa De Leon
- Zrybea Whitfield
- Mayra Vega
- Div Goel
- Cory Rahman
- Erin Schnore
- Andrew Innocent
- Alycia McGoldrick
- Kathryn Peterson
- Michael Urbonas
- Michael Pena
- Matthew Quinn
- David Newbower
- Brian Rogan
- John Langton
- Robert Thau
- Alain Lafume
- John Morris
- Aaron Coplan
- Stephen Fleming
- Christine Smith
- Marin Carroll
- Heidi Bell
- The Morrison and Foerster Foundation
- Lander Family Charitable Foundation
- Vanguard Charitable
- Anonymous Donor
- Panarama Global Fund

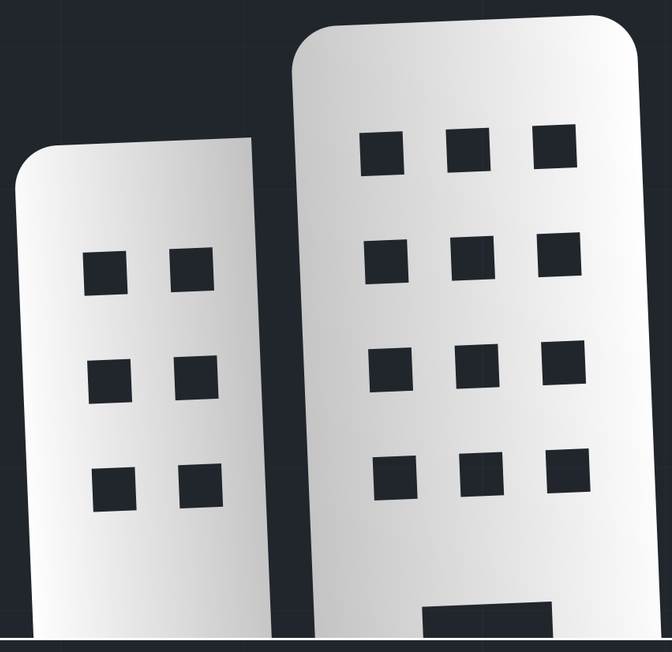
WHERE MORE FUNDING COULD TAKE US

MORE PARTICIPANTS

Additional funding allows us to accept more qualified participants while maintaining the same support for each fellow.

PHYSICAL SPACE

How would a shared space impact Resilient Coders? A place for community, a place to gather, collaborate, brainstorm, access resources, and build together. A space designed with us in mind- learning, innovating, and belonging.



EXPANDED GEOGRAPHIC REACH

The ability to bring our pedagogy, rooted in free, high-quality education and economic mobility, to more cities, expanding access for communities historically excluded from tech.

BROADER SYSTEMS IMPACT

Stronger partnerships and a growing national presence that help shift hiring practices, expand opportunity, and push the tech industry toward more equitable employment outcomes.

THANK YOU

This work continues because of a community of folks that show up as mentors, hiring partners, funders, advocates, and alumni. With all your support we remain rooted in purpose and prepared for the future.

WEBSITE

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RESILIENTHIRES.COM

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INFO@RESILIENTCODERS.ORG

SUPPORT OUR WORK

RESILIENTCODERS.ORG/DONATE

SOCIAL

@RESILIENTCODERS